

CULPEPER COUNTY SCHOOL BOARD

Minutes

February 1, 2016

A meeting of the School Board of Culpeper County was held February 1, 2016 at the School Board Office (Colin Owens Conference Room) at 450 Radio Lane at 6 p.m. Present were Patricia Baker (East Fairfax District); Rachel Carter (West Fairfax District); Nathaniel “Nate” Clancy (Catalpa District); Elizabeth Hutchins (Stevensburg District); Anne Luckinbill (Salem District); Michelle North (Jefferson District); Elizabeth “Betsy” Smith (Cedar Mountain District); Superintendent Dr. Anthony S. Brads; Executive Director of Curriculum and Instruction Rob Hauman; Executive Director of Student Services Dr. Russell Houck; Executive Director of Special Education Angela Neely; Executive Director of Finance/Clerk Jeff Shomo; Executive Director of Human Resources Dr. Stacey Timmons; Budget Analyst Lauren Thomas and Deputy Clerk Pearl Jamison.

At 6 p.m., Mr. Clancy called the meeting to order.

Those present observed a moment of silence. Mr. Clancy led the Pledge of Allegiance.

Talk About Budget

Carl Stafford (non-resident) – Mr. Stafford expressed concern over the differences between the Eastern View High School and Culpeper County High School agriculture programs.

Moira Satre (Jefferson) – Ms. Satre shared with the Board that her son died from a heroin overdose last year. She encouraged the Board to focus on developing programs to raise awareness and educate the community and students about the dangers.

Dwayne Forrest (Stevensburg) – Mr. Forrest expressed concern over the differences between the Eastern View High School and Culpeper County High School agriculture programs.

Tommy Clark (Stevensburg) – Mr. Clark said Eastern View is a leader in terms of agriculture competitions; however, their agriculture program could use more hands-on programs.

Leslie Conway (Cedar Mountain District) – Ms. Conway requested the Board include elementary students in the conversation when providing education about healthy relationships. She said it would also be great to have people of color in the community reflected in the teaching staff.

Kerst ter Weele (Jefferson District) – Mr. ter Weele said the biggest issue in the division is teacher pay.

Steve Fisher (Jefferson District) – Mr. Fisher said Culpeper County High School looks really nice on the inside; however, the athletic fields/programs need to be upgraded – bleachers, press box, field house, etc.

On motion of Ms. North seconded by Ms. Smith, the School Board approved the agenda. Motion carried 7-0 by voice vote.

The board considered the following action items:

(a) Consideration of Administration’s Request to Increase the Bus Driver Pay Rate for “Wait Time” effective February 2016

John Walsh, Director of Transportation, requested the Board to increase driver wait time/non-driver time. He said bus drivers receive a certain salary while they are driving; however, they are paid differently during wait time/non-driver time. He said the difference in pay makes it hard to find drivers. Mr. Walsh requested that the wait time/non-drive rate be eliminated. He said by changing the policy it would increase the budget by approximately \$17,000.

Ms. North asked what the hourly rate for bus drivers was five years ago. Mr. Shomo said they were paid by mileage.

Ms. Hutchins asked where the \$17,000 would come from. Mr. Shomo said the diesel budget line.

Dr. Brads said under the “Fair Labor Standards Act” there are two significant terms – engaged to wait or waiting to be engaged. He said we want to pay our drivers the same rate for both.

Mr. Walsh said it is very challenging to get a driver to cover trips with the current pay rate.

On motion of Ms. Baker seconded by Ms. North, the School Board approved the administration’s request to increase the bus driver pay rate for “Wait Time” from \$8.00 per hour to the driver’s regular rate of pay effective February 2016. Motion carried 7-0 by voice vote.

(b) Consideration of Administration’s Request to Increase the Bus Aide Hourly Rate effective February 2016

Mr. Walsh said the current rate of pay for a bus aide is \$8.89 per hour. He noted that 11 counties were surveyed and Culpeper ranked 10th out of 11. He stated that without a good aide on the bus it makes the bus driver's job so much harder. He also shared with the Board that bus aides do not receive the same attendance bonus as a bus driver.

Mr. Walsh respectfully requested the Board to make the attendance bonus for a bus aide equivalent to that of a bus driver and to increase the starting salary to \$10.88 per hour.

Ms. Carter asked how many bus aides the division employs. Mr. Walsh said 6.

Mr. Walsh said it would cost approximately \$7,000 to implement this change.

Ms. North asked where the \$7,000 would come from. Mr. Shomo said diesel savings and additional routes that were not utilized.

On motion of Ms. Hutchins seconded by Ms. Smith, the Board agreed to increase the bus aide attendance bonus to that of a bus driver and to increase the starting salary for a bus aide to \$10.88 per hour. Motion carried 7-0 by voice vote.

Use of Social Media Update

Ms. Richards-Lutz said back in August the Board asked technology staff to create a "CCPS Facebook Page". She said the goal has been to highlight a different school each day. She noted that before the snow storm there were 738 likes and after the snowstorm there were 906 likes. She said she felt the endeavor has been really successful.

Ms. Weiss shared with the Board that it does not take a lot of time to maintain the Facebook Page.

Ms. Richards-Lutz said several school groups have requested to have "Facebook Pages". She reminded members that we currently allow schools to have Twitter accounts if they complete an agreement. She said she would like the Board to consider allowing schools to have a Facebook Page if they complete a similar agreement.

School Improvement Plan Presentations

Gail Brewer, Farmington Elementary School Principal, shared with the Board a summary of Farmington's School Improvement Plan.

Jeff Dietz, Culpeper County High School Principal, shared with the Board a summary of Culpeper County High School's Improvement Plan.

E.G. Bradshaw, Eastern View High School Principal, shared with the Board a summary of Eastern View High School's Improvement Plan.

Principals fielded questions from the Board during their review.

FY'17 Budget Development

Dr. Brads shared with the Board his administration's developmental fiscal year 2017 budget ideas.

Dr. Brads briefly spoke about the budget survey.

Dr. Brads shared with the Board the estimated increases anticipated:

- Health Insurance \$1.2M
 - Virginia Retirement System \$271K
 - VRS Hybrid Disability Program \$3K
 - Six Teaching Positions \$252K
- (from the proposed governor's budget)

Dr. Brads shared with the Board the estimated reductions anticipated:

- Diesel Fuel \$102K
- Utilities Savings \$50K
- VIRP Savings \$79K

Dr. Brads reminded the Board that they charged him with revisiting the Evergreen Study. He briefly summarized what has taken place since 2015. He noted that staff surveyed 13 counties relative to salaries and Culpeper has the lowest starting teacher pay. He explained that Evergreen's recommendation was to achieve market midpoint for all scale minimums (starting salaries).

Dr. Brads shared with the Board two options relative to employee compensation. The first option included a step increase for all employees worth \$1,037,260 including fringes and option two for all employees included a scale increase worth \$2,276,907 including fringes. If option two is approved, the proposed starting salary for a new teacher would be \$41,972.

Ms. North expressed concern with comparing Culpeper's salaries against those of Northern Virginia. Ms. Smith noted that staff continue to live in Culpeper and drive to counties in Northern Virginia so those salaries need to be kept on the radar.

Ms. Hutchins reminded members that compensation is only one piece of the budget. She said additional needs would be above and beyond the \$2.2M for salaries.

Ms. Baker said teachers need to be appreciated and told by the community they have the most important job; because they are educating our children. She stated she is in favor of the proposal.

Dr. Brads offered the Board the option to have another work session on February 15th. Members did not want to have an additional work session.

Board members observed a 5 minutes recess.

On motion of Ms. Smith seconded by Ms. North, the Board went into closed session at 8:15 p.m. regarding:

- [a] Discussion of Personnel Recommendations as permitted by the Code of Virginia 2.2-3711 (A) (1)
- [b] Discussion of Student Matters of Named Students A (Religious Exemption) as permitted by the Code of Virginia 2.2-3711 (A) (2)
- [c] Discussion of Named Employee A (mid-year evaluation) as permitted by the Code of Virginia 2.2-3711 (A) (1)

Motion carried 7-0 by voice vote.

On motion of Ms. Smith seconded by Ms. North, the Board ended the closed session at 9:26 p.m. and certified that to the best of each member's knowledge, (i) only public business matters lawfully exempted by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered.

YEAS: 7

Pat Baker

Rachel Carter

Nate Clancy

Elizabeth Hutchins

Anne Luckinbill

Michelle North

Betsy Smith

Motion carried 7-0 by voice vote.

Disposition of Named Student(s) (A) Religious Exemption

On motion of Ms. Luckinbill seconded by Ms. Hutchins, the School Board approved the Religious Exemption for Named Student(s) A. Motion carried 7-0 by voice vote.

Personnel Recommendations

On motion of Ms. Luckinbill seconded by Ms. North, the School Board approved the Personnel Recommendations. Motion carried 7-0 by voice vote.

On motion of Ms. Hutchins seconded by Ms. Baker, the School Board voted to adjourn at 9:29 p.m. Motion carried 7-0 by voice vote.

JEFFREY R. SHOMO, CLERK

NATHANIEL J. CLANCY, CHAIR